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AREA MANPOWER REVIEW

San Francisco City and County

Fiscal Year 1976-1977

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AREA MANPOWER REVIEW
SAN FRANCISCO CITY AND COUNTY
Fiscal Year 1976-1977

State of California
Health and Welfare Agency
Employment Development Department
Northern California Employment Data and Research
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San Francisco, CA 94120

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Area manpower review :
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Foreword

This Area Manpower Review is a comprehensive manpower planning report prepared for San Francisco City and County. It features a narrative analysis of the economy, including employment and unemployment trends and outlook by industry, and occupational supply and demand information. It also contains statistical tables on the characteristics of the population and labor force in the area. Additional planning information can be found in the Area Manpower Review for the San Francisco-Oakland Metropolitan Area.



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HIGHLIGHTS

Total employment in San Francisco will rise moderately over the next eighteen months. The general economic recovery along with rising incomes and the upturn in consumer confidence will boost payrolls in nearly all industry categories. The local economy's increasing emphasis toward performance of services as opposed to production of goods will stimulate more new jobs in the services and retail trade industries than any of the other labor market divisions.

Job openings will reflect the moderate economic expansion and the need to replace workers who change their labor force status in San Francisco.

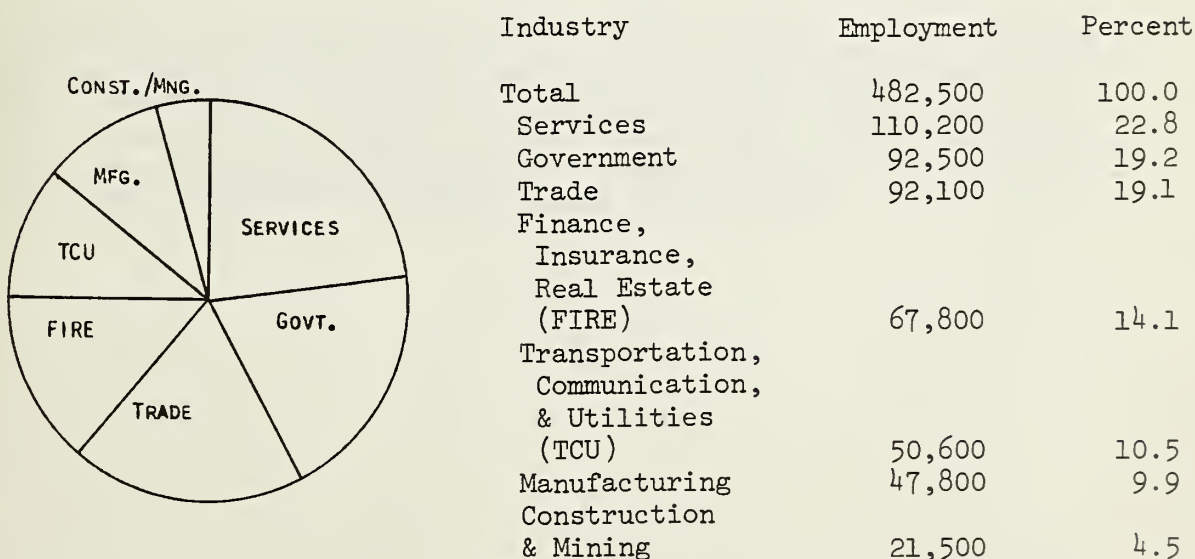
Employment opportunities will be available for workers in a wide range of occupations, particularly professional, technical, managerial, clerical, sales, and services. Despite increasing employment levels, there will be a continuing surplus of applicants in most fields of work, and competition will remain intense. Those applicants with required skills, stable work histories, and promotional potential will have an advantage when seeking employment.

SAN FRANCISCO CITY AND COUNTY PROFILE

Area classification as of 12/75: Group E, Substantial unemployment

	<u>SAN FRANCISCO CITY AND COUNTY</u>	<u>CALIFORNIA</u>	<u>U. S.</u>
TOTAL POPULATION ^{a/}			
July 1, 1975	667,700	21,113,000	211,445,000
Percent change 1974-1975	-1.7	1.1	0.8
AGRICULTURAL EMPLOYMENT			
June 1975	200	285,900	3,380,000
Percent change June 1974- June 1975	0	-0.5	-3.2
NONAGRICULTURAL WAGE & SALARY EMPLOYMENT			
June 1975	482,500	7,815,300	81,403,000
Percent change June 1974- June 1975	0.2	-0.2	-1.3

JUNE 1975 NONAGRICULTURAL WAGE & SALARY EMPLOYMENT



^{a/} California Department of Finance and U. S. Department of Commerce estimates.

SAN FRANCISCO CITY AND COUNTY

Located on the tip of a narrow peninsula, San Francisco's location, topography, and moderate climate afford it many aesthetic and commercial advantages. The city functions as the administrative center for the Bay Area, providing headquarters for many financial, transportation, manufacturing, and government establishments. The city also remains as the area's focal point for many specialized trade and service activities, while its port facilities are extensive.

Like other large cities, there exists in San Francisco a disparity between the types of skills which are required to run the city's diverse economy and the types of skills that are possessed by its residents. As a result, tens of thousands of commuters, mainly in the professional, technical, and managerial occupations, enter the city daily from the surrounding Bay counties, while workers residing in the city who lack skills and training required for these jobs are often frustrated in the search for work. This problem has been growing more serious in recent years. Concentrated in the core of the city is a growing number of Black and Asian workers and workers of Latin-American ancestry who face a poor job market for persons without adequate preparation.

POPULATION

The population of San Francisco was 667,700 as of July 1975--a decrease of 6.7 percent for the five-year period since the 1970 census population of 715,674. The decline continues a trend which began in the 1950's and is typical of many older "central cities" in the nation. The downward movement has become sharper during the 1970's due to declining birth rates and a substantial reduction of migration into the Bay Area.

ECONOMIC OUTLOOK

Nation and State

The nation's economy reversed its trend and started moving upward during the spring of 1975. The pace of the recovery has recorded wide fluctuations in the ensuing months. At this point, however, the upturn seems to have settled into a moderate pace comparable to most previous postwar recoveries.

Further improvement of the economy is predicated on continuing the expansionary fiscal and monetary policies that have already been set in motion. On the fiscal side, compromise legislation has been passed to extend the 1975 tax cut through June 1976. This should have the effect of bolstering the growth in consumption spending needed to stimulate a recovery in the labor market. In addition, federal job programs, such as CETA, will continue into 1976-77, gradually phasing out as the employment situation in the private sector improves. On the monetary side, the Federal Reserve has adopted a cautious, yet expansionary policy consistent with controlling price inflation. Consequently, during the first few quarters of the recovery, interest rates should remain well below the highs reached during the recession. Once the economy is again operating at capacity, however, the demand for money will be increasing, causing upward pressures on interest rates.

Trends in California's major industries are expected to parallel those of the nation over the next eighteen months.

CONSTRUCTION: Building activity in 1976 and 1977 will show improvement over 1975. However, the upturn will not bring industry payrolls to their pre-recession peak levels. The pickup in residential and commercial construction will outweigh the loss in highway building activity.

MANUFACTURING: With inventories dwindling and consumer demand picking up, businesses will need to replenish their stocks. This should impart strong impetus to employment growth in manufacturing, particularly durable goods. Within this group, transportation equipment, electrical machinery and lumber production should record the most significant employment gains between now and June 1977. Nondurable goods manufacturing should also record moderate employment advances, particularly in the textiles, glass, rubber and chemicals industries. Food processing industry payrolls are expected to do as well as in 1975.

TRADE: Both wholesale and retail trade are expected to return to their pre-recession growth patterns. Increased consumer spending will spur employment increases in department stores, automobile dealers and service stations, apparel stores, and miscellaneous retail stores. Meanwhile, the modest gains foreseen in home construction should raise employment in related retail industries such as building material and hardware stores and

furniture outlets later in 1976. Increased tourist activity will add stimulus to eating and drinking establishment payrolls. Food stores, however, are not expected to register any sizeable gains unless the local area is experiencing rapid population growth.

SERVICES: Despite the recession, this industry group managed to post employment increases, though the rate of growth was trimmed considerably from that of previous years. Over the next eighteen months this division will resume its normal growth pattern with payrolls expanding faster than in 1975.

GOVERNMENT: Special employment programs expanded public payrolls throughout the recent economic downturn. Their purpose was to provide employment opportunities for the unemployed and to help stimulate the economy. Despite the fact that this division will not enjoy the rapid growth that came with the buildup of these programs, government employment is expected to continue to rise through the forecast period. However, the overall rate will be somewhat slower than in 1975. Defense will register minor gains, reversing its downward trend and federal nondefense will rise moderately. Only small employment growth is expected at the state level. Most of the special employment program hiring was done at the city and county level. As a result, job increases are likely to be modest at this level. Following past trends, public education will account for most of the growth in government.

Although the aforementioned forecast is to June 1977, the same trend is expected to continue through the end of the new fiscal year terminating in September 1977.

LABOR FORCE OUTLOOK

The seasonally-adjusted unemployment rate in the San Francisco-Oakland Metropolitan Area reached 11.0 percent in June 1975, as unemployment hit record levels and employment remained low due to the continuing effects of the nationwide recession. In the second half of 1975, the seasonally-adjusted unemployment rate continued to rise, peaking at 12.0 percent in October then dropping to 11.7 percent by December. During 1976 and 1977 as the national and local economies resume an upward course, total employment in the Bay Area will climb, reaching 1,326,000 by June 1976 and 1,353,000 by June 1977. At the same time, unemployment will decline slowly as labor force increases continue at a pace only slightly below the employment growth rate. Consequently, the unemployment rate will fall gradually over the next two years, slipping to 10.4 percent by June 1976 then dropping to 9.4 percent by June 1977.

Labor force trends in San Francisco City and County will mirror Bay Area trends during the next two years. The San Francisco unemployment rate will also run roughly parallel to the Bay Area's rate but at a substantially higher level, reflecting the city's concentration of job-seekers with low skills or little experience.

San Francisco City and County
Nonagricultural Wage and Salary and Agricultural Employment

	June 1975	December 1975	June 1976	June 1977
Nonagricultural wage and salary workers ^{1/}	482,500	485,000	484,200	489,500
Mineral extraction.....	300	300	300	300
Construction.....	21,200	20,700	21,700	22,400
Manufacturing.....	47,800	48,100	48,300	48,600
Durable goods.....	11,400	11,100	11,600	12,000
Fabricated metals.....	4,100	3,700	4,200	4,300
Nonelectric machinery..	1,600	1,600	1,600	1,700
Electrical machinery...	600	600	600	500
Shipbuilding and repair	1,800	1,900	1,900	2,000
Other durable goods....	3,300	3,300	3,300	3,500
Nondurable goods.....	36,400	37,000	36,700	36,600
Food canning and preserving.....	3,000	2,900	3,000	3,000
Other food processing..	7,300	7,400	7,200	7,100
Apparel.....	9,500	9,700	9,600	9,700
Printing.....	8,400	8,800	8,700	8,600
Other nondurable goods.	8,200	8,200	8,200	8,200
Transportation, communica- tion, and utilities.....	50,600	50,200	49,800	49,700
Trade.....	92,100	95,500	93,300	94,300
Wholesale.....	37,000	37,100	37,700	38,000
Retail.....	55,100	58,400	55,600	56,300
Finance, insurance, and real estate.....	67,800	67,900	67,900	68,800
Services.....	110,200	111,100	112,500	115,200
Government.....	92,500	91,200	90,400	90,200
 Agriculture.....	 200	 100	 200	 200

^{1/} Employment reported by place of work. Does not include persons involved in labor management trade disputes.

INDUSTRY OUTLOOK

MINERAL EXTRACTION: Mining employment in San Francisco includes corporate offices of companies engaged in operating oil and gas field properties as well as establishments engaged in exploration or drilling on a contract basis. No change in the current payroll level is expected for these firms over the next two years.

CONSTRUCTION: Construction employment in 1976 and 1977 is expected to show some signs of recovery from the depressed 1975 levels. However, very little of the rise will occur in new housing construction as long as inflation and high interest rates remain a problem. On the other hand, total building permit valuation in 1975 was well above 1974 levels with sizeable jumps in commercial valuation spurring the rise. Some of the large commercial and civil projects expected to expand payrolls over the next two years include the San Francisco downtown college center, and new data center for the nations largest bank, the Yerba Buena Sports Area, and the San Francisco sewer projects. In addition to these, a number of large office buildings are scheduled to start construction over the course of 1976 and 1977. However, a proposed restriction of additional connections to the San Francisco Sewer System is now being considered by the Bay Area Regional Water Quality Control Board. If the ban is passed, construction of those buildings not yet started could be delayed for some time. Although employment within the industry should show improvement over the 1975 mark by June 1976, it will be 1977 before construction volume is large enough for payrolls to reach the June 1974 figure. Until then, gains will be moderate but steady, within the seasonal employment pattern which surges in summer and declines when winter rains appear.

MANUFACTURING: In San Francisco, manufacturing employment is becoming concentrated more heavily in corporate offices as production facilities move from the city to more spacious and cheaper suburban lands. Although one of the industries hardest hit by the recession, manufacturing showed some signs of recovery by the end of 1975, with inventory replenishment and increased consumer spending providing the primary impetus to employment growth. However, the weakness of the current upturn and the long-term outflow of production jobs will hold employment gains to modest increases. Durable goods manufacturing was particularly affected by the recession, and will dominate job gains during the upturn. By June 1976 fabricated metals manufacturers and ship and boat builders should both show light payroll expansion. By the following year continuation of the recovery will have sparked even more job gains within those industries, in addition to employment advances in non-electrical machinery, furniture, and instrument manufacturers. Electrical machinery, which is expected to show much improved prospects elsewhere in the Bay Area in 1976 and 1977, will continue its long-term decline in San Francisco. While recovery will raise overall durable goods employment well above 1975 figures, they still will not reach

1974 levels. While following the seasonal pattern of spring-summer rises and fall-winter dips, non-durable goods job totals will continue their long-term decline. However, industry trends within the sector will vary, as payroll additions by apparel manufacturers in 1976 and 1977 are offset by diminished food processing and printing and publishing jobs. Although the figures show employment rising for printing and publishing between June 1975 and June 1976, the apparent gain is due to a major trade dispute which lowered payrolls in June 1975.

TRANSPORTATION-COMMUNICATION-UTILITIES: Transportation payrolls will continue their long-term downtrend in 1976 and 1977. Further job declines in railroads will reflect the bankruptcy of a major shipper. Employment in water transportation will also fall off due to mechanization and declining total traffic for the San Francisco Port. Partially offsetting these long range trends will be slight increases in motor freight and warehousing with inventory replenishment and the general economic recovery stimulating new orders. Local transit jobs are also expected to show mild growth by 1977. Meanwhile, communication payrolls will continue below 1975 levels during 1976, largely as a reflection of layoffs which occurred late in the year. They should stabilize near this mark during 1977. Utilities employment will maintain its June 1975 level in the coming year, with only a slight addition anticipated by June 1977.

Trade

	June 1975	December 1975	June 1976	June 1977
Total	92,100	95,500	93,300	94,300
Wholesale.....	37,000	37,100	37,700	38,000
Retail.....	55,100	58,400	55,600	56,300
General merchandise.....	8,000	9,700	8,200	8,200
Food stores.....	5,500	5,700	5,500	5,400
Auto dealers and service stations.....	3,900	3,800	3,900	4,000
Restaurants.....	19,400	19,300	19,500	19,800
Other retail.....	18,300	19,900	18,500	18,900

TRADE: The recession reinforced trade's gradual long-term decline with payroll reductions in the wholesale sector and a hiring standstill in the retail division. In the next two years, there should be a return to pre-recession employment patterns, with tourism sparking a summer job rise and year-end holidays providing a second seasonal boost. The number of wholesale trade jobs has been decreasing for some time as firms

moved to cheaper, more spacious lands outside the city, and the sector was especially hard hit during the economic downturn. A substantial job recovery is expected in 1976 and 1977, but employment figures will barely surpass the 1974 level. In the retail division, increased consumer spending should stimulate job growth in general merchandise stores, eating and drinking establishments and miscellaneous retail trade by June 1976. A year later, continuation of the recovery and increased consumer confidence will spur payroll additions in nearly all retail categories. Rising consumer spending will benefit department and apparel stores, auto dealers and service stations, and miscellaneous retail stores. At the same time, the improved economic climate will also encourage tourism and stimulate jobs in eating and drinking establishments. The only retail category expected to reduce payrolls by 1977 is food stores, with the installation of electronic checkouts by some employers. Although this will not result in cashier layoffs, decreases will occur through attrition.

FINANCE-INSURANCE-REAL ESTATE: In the next two years, finance job totals are expected to continue the brisk growth shown during 1975. Despite the recession, payrolls in banking and other credit agencies made sizeable additions and showed one of the largest percentage increases of any major industry. 1976 and 1977 will see even more employment expansion with most of the rise occurring in the banking sector. On the other hand, insurance and real estate firms will show little or no growth and stay near their 1975 job totals. The only exception to this will be insurance carriers which will decrease payrolls between June 1975 and June 1976 as a major company has been moving its data processing operations from San Francisco to Marin County. Otherwise, employment will remain fairly stable through 1977.

SERVICES: Services employment posted sizeable job gains during 1975, although the rise was smaller than in recent years due to the recession. In 1976 and 1977 as the economic recovery picks up steam, the rate of expansion in this industry group will increase. Business services will post the largest gains, reflecting the change in the economic climate, with most of its rise coming after June 1976. Assuming current malpractice insurance problems are resolved without too much disruption, medical and health services will also show strong payroll advances, continuing the rapid growth that has characterized this industry regardless of the general economic situation. Meanwhile, hotels and other tourist-related services will post moderate advances. Although tourism and convention and business travel to the city will pick up, the slow pace of the national economic recovery will prevent related services from reaching more than a moderate growth rate. On the other hand, employment will decline in personal services, continuing a long-term downtrend; but most other services' industries will be adding to job totals over the next two years.

Services

	June 1975	December 1975	June 1976	June 1977
Total	110,200	111,100	112,500	115,200
Hotels and motels.....	11,400	11,200	11,500	11,700
Business services.....	22,100	22,300	22,600	23,500
Health services.....	21,300	21,600	21,900	22,600
Nonprofit membership organizations.....	16,600	16,800	17,000	17,400
Other services.....	38,800	39,200	39,500	40,000

GOVERNMENT: Within government, employment trends will be mixed. In the federal sector, the move of the Social Security Payments Center from San Francisco to Richmond caused a sizeable job loss in the third quarter of 1975. However, by 1977 scattered growth will resume in the remaining non-defense Federal agencies. In state government, the lack of highway construction funds will result in Department of Transportation layoffs over the next two years. Although some of these workers will be absorbed by other state agencies, there will still be an appreciable loss in the total number of state jobs. Among local agencies, only minor changes are expected in 1976 and 1977. The federally-funded public service jobs, which boosted city payroll figures this year, should remain near their present mark. However, the continuing squeeze on city finances is expected to cause a slight decline in total city employment by June 1977. Although schools are facing financial difficulties and declining enrollment, increasing teacher student ratios and the requirement of special language assistance will keep education payrolls near their 1975 levels, but a reversal of education's long-term growth trend appears inevitable.

AGRICULTURE: Although San Francisco no longer has farms, there are a number of nurseries and agribusiness headquarters which are included in agriculture. This industry's employment should remain at 1975 levels over the coming two years.

OCCUPATIONAL OUTLOOK

An Overview

The kinds of occupational skills required by local employers are determined by many interrelated factors. Among the more important of these are the types of products and services produced by the local economy; the relative differences in growth rates between industries; the age and stability of the employed population which affects replacement needs and turnover. Before analyzing specific occupations, we will briefly discuss these factors and provide a broad overview of occupational trends in San Francisco.

The business composition, discussed in the previous section, is a principal determinant of San Francisco's occupational distribution. The city is a major West Coast financial center and is the regional headquarters for national companies and government agencies. San Francisco is also an important regional business center for retail and wholesale trade. In San Francisco the major employers are from the finance, insurance, real estate, government, trade, and services industry divisions. Seventy percent of those employed in the San Francisco-Oakland Standard Metropolitan Statistical Area (SMSA) work in these divisions; this percentage is even higher in San Francisco itself.

Professional, technical, managerial, sales and clerical are the primary occupational groupings of San Francisco's major employers. About 60 percent of the San Francisco-Oakland SMSA's jobs are these "white-collar" positions; again this percentage is larger in San Francisco itself.

Over the next year an increasing number of white-collar job opportunities is anticipated with continued growth in the finance sector. However, the occupational outlook is also affected by the number of workers seeking employment, and in San Francisco there will continue to be competition in virtually every occupational category. This is true even in the clerical group which, due to expansion and turnover, is expected to have the largest number of employment opportunities.

Service workers, those who prepare and serve food, clean homes and commercial buildings, and provide health and security services, are also expected to increase in number. An anticipated economic recovery and the trend to eat out more frequently, the increased demand for protective services, and the extended coverage of health programs will create new openings. Most employment opportunities will result from the need to replace workers who retire, die, or otherwise change their labor force status. Again, there will be a shortage of qualified applicants in only a few of the service-related occupations.

Craftsmen, operatives and other "blue-collar" workers comprise approximately 25 percent of total employment in the San Francisco-Oakland SMSA. This percentage is significantly lower in San Francisco proper with its

predominance of business and finance. There is relatively little manufacturing in the city, with the largest percentage of "blue-collar" workers, mostly craftsmen, employed in the building trades. Their outlook depends on the amount of construction activity and should improve after slow periods in 1974 and early 1975. Virtually all craft employment in San Francisco is unionized and the normal entry path is an apprenticeship program.

San Francisco has many residents seeking semiskilled and unskilled jobs. The lack of large scale manufacturing limits the number of these positions and many workers cannot meet the skill or experience requirements established by the other types of employers in the city. San Francisco continues to draw a considerable portion of its work force from surrounding communities as evidenced by the volume of commuters. Administrative and technical and highly skilled clerical workers generally find the greatest number of opportunities in San Francisco. Job openings for unskilled workers result from replacement need rather than industry expansion, and are threatened by technological improvements. This trend will continue, with San Francisco employing more workers in occupations which emphasize knowledge and skill and fewer workers in occupations which demand physical effort.

The six-digit numbers below the job titles are from the Occupational Classification System developed by the U.S. Department of Labor and published in the Dictionary of Occupational Titles. The public employment service uses the code numbers for classifying applicants and job openings, selection, reporting and other operating purposes.

OCCUPATIONAL OUTLOOK FOR THE PLANNING PERIOD

PROFESSIONAL AND TECHNICAL

ENGINEER

003.081, 005.081, 007.081, 008.081

In San Francisco over the past few years there have been more Engineers than positions available in most engineering disciplines. In this area, the majority of engineering jobs are related to construction, and the number of openings follows industry trends.

There is occasional demand for Engineers with experience in heating, ventilation, and air conditioning systems and machinery and piping design. The San Francisco Sewage System expansion, and construction of major office buildings should increase opportunities, provided these projects are approved by regulating agencies.

DRAFTING OCCUPATIONS

003.281

007.281

There are many specializations in the drafting field and opportunities vary between areas. In San Francisco there is a limited demand for persons with experience in civil and architectural drafting. There are however few opportunities for trainees

and far more marginally qualified applicants than jobs available. In some of the larger firms, routine drafting tasks are being computerized, eliminating some of the semiskilled positions.

ENGINEERING AID

019.281

In San Francisco, government agencies and utility companies employ the majority of Engineering Aids. Aids work either in the field as members of surveying crews or in the office performing technical supporting work. The employment prospects for Aids

closely follows the volume of construction, especially roads and highways. With cutbacks in these funds, the number of qualified aids exceeds the number of jobs available. Many employers hire students for the peak summer months to reduce the need for layoffs during the slow winter season.

PROGRAMMER

020.188

Requirements in this occupation have become more rigid and restrictive during the past few years. Most employers require a college degree and two or more years of specific experience. There is an intermittent demand for experienced Programmers, with

more opportunities for business Programmers than for scientific Programmers. Most applicants, however, have research or scientific experience and as a result, there is often a shortage of business-oriented applicants. Also there is an occasional shortage of Programmers with experience in the use of COBOL language. There is a limited number of trainee openings, since there is now an available supply of experienced Programmers seeking work. The long term outlook in the occupation is fair for the well-educated experienced Programmer. Increasingly, Programmers can be found in almost every industry, but particularly in all levels of government, and utility, banks, insurance and manufacturing companies.

REGISTERED NURSE
075.378

In San Francisco there is a limited demand for general duty Nurses, with more opportunities for Nurses with specialized experience in operating rooms or intensive, coronary, and kidney care units. There is also a demand for Nurses willing to work weekends, nights or part-time. There is an increasing demand for experienced Psychiatric Nurses but a limited demand for California-licensed Public Health Nurses. Convalescent hospitals have difficulty recruiting experienced R.N.'s. To work as a Registered Nurse in California, it is necessary to be licensed by the State. The license is available to graduates of AA programs, 3-year hospital programs or BA programs. Increasingly, the promotional opportunities and the better jobs are only available to the better-educated Nurses. Among these opportunities is the position of Nurse Practitioner, which gives the Nurse more responsibility for patient care. Office Nurse positions are usually filled by word of mouth and are difficult to find. School Nurse positions require special certification by the State, and because of school budget cutbacks, there are few openings. New graduates may experience difficulty in finding their first job in urban areas.

DIETITIAN
077.168

This occupation requires a bachelor's degree in nutrition or institutional management plus a one-year internship at an institution approved by the American Dietetic Association. Dietitians most often work in hospitals, schools, universities, and the food service departments of other institutions. Much of this food service work, however, is being taken over by outside catering services where new job opportunities for Dietitians may develop. Some Dietitians teach, or work in public health studies. The occupation is a relatively small one in San Francisco, and currently there are more qualified Dietitians than positions available.

MEDICAL TECHNOLOGIST
078.281

Approximately two-thirds of employed Medical Technologists work in hospitals; the remainder work in private, public health, and university laboratories, pharmaceutical firms, industrial plants and clinics. Automation in many laboratories has cut down on the number of new openings available. In San Francisco there is, currently, a balance between the number of experienced California-licensed applicants and jobs available. However, inexperienced applicants, or those without a California license, will have difficulty finding a position. Requirements include a bachelor's degree in a related field and a written test administered by the California Department of Public Health. Medical Technologists who are members of the California Association of Medical Technologists can frequently get information about job vacancies from that association. Part-time work is sometimes available.

RADIOLOGIC
TECHNOLOGIST
078.368

Radiologic Technologists, also called X-Ray Technicians, operate X-Ray equipment. Approximately one-third of all Radiologic Technicians work in hospitals. Most of the remainder work in medical laboratories, physicians' and dentists' offices or

clinics, or Federal or State health agencies. All Radiologic Technologists who work in California must be licensed by the State. An applicant must have completed a two-year course in X-Ray and pass the State test. The State will accept registration with the American Registry of Radiologic Technologists in lieu of taking the State test. The number of X-Ray Technician positions is expected to increase moderately with greater use of X-Ray in diagnosis and treatment and greater use of radiotherapy. Currently, in San Francisco there is a balance between the number of licensed, experienced applicants and positions available.

INHALATION THERAPIST
079.368

Inhalation therapy is an allied-health specialty dealing with the therapeutic use of medical gases, and air- and oxygen-administering apparatus to respiratory patients. Applicants who have taken a two-year AA program in a California

community college may be registered by the American Registry of Inhalation Therapists. Most employers require registration, although some employers will accept a person with two years of military service working in this occupation. The greater use of biomedical equipment for the treatment of respiratory deficiencies and abnormalities in hospitals should create some new openings, but the occupation is a relatively small one in San Francisco and turnover tends to be limited.

MEDICAL
ASSISTANT
079.368

Medical Assistants act as receptionists, prepare patients for examination or treatment, perform simple medical procedures, and usually perform some clerical office tasks. The Medical Assistant works in a physician's office, hospital clinic or medical laboratory.

Many Medical Assistants learn by informal on-the-job training. However, there are short-term courses in private schools or two year AA programs being offered by some community colleges in the Bay Area. There is increasing competition for Medical Assistant positions, and most employers insist on good clerical skills, a knowledge of medical insurance forms and the ability to establish rapport with patients. Some employers also want experience with a specific type of medical practice such as pediatrics. Saturday work is common.

PHYSICAL THERAPIST
079.375

Physical Therapists work primarily with people recovering from severe injuries or disabled by muscle, nerve or bone diseases. The work requires a bachelor's degree from an accredited institution

and a State license from the State Board of Medical Examiners. Most Physical Therapists work in hospitals. Approximately one-quarter are employed by rehabilitation centers, schools or societies for crippled children, public health agencies, or are self-employed professionals. Some Therapists specialize in the treatment of one particular type of disability. Currently, in San Francisco, the occupation is in balance, with the number of qualified Therapists approximately equalling the number of openings.

DENTAL ASSISTANT
079.378

The job requirements for Dental Assistant in San Francisco have increased over the past few years. Employers require an X-Ray certificate and strongly prefer certified graduates of the two-year community college program prescribed by the Council on Dental Education. This program is available in many Bay Area community colleges. Most assistants work in private dentists' offices, or dental clinics, and frequently work over 40 hours per week. Currently, there are more opportunities available in dental insurance clinics, which usually provide fringe benefits and a standard 40 hour week. Dental Assistants seeking work can obtain information about job openings from dental supply houses as well as regular employment services. There are, however, many more marginally qualified applicants than jobs available.

LICENSED VOCATIONAL
NURSE
079.378

Licensed Vocational Nurses must graduate from an accredited Vocational Nurse Training program and obtain a California State license. Most L.V.N.'s work in general and convalescent hospitals with a few employed in private doctors' offices. L.V.N.'s have been assuming more responsibility for bedside care in general hospitals as Registered Nurses take on other duties. Currently, in San Francisco, most openings are in the 11 p.m. to 7 a.m. shift in general hospitals. There are frequent openings in convalescent hospitals, where the turnover is high and hiring requirements less restrictive. However, the work there is frequently heavy and salaries may be lower.

TEACHER
091.228
092.228

There is a continuing decline in demand for Teachers in this as in other areas of the State. Because of the declining birth rate, elementary school enrollments have dropped. High school enrollments are not increasing significantly and any openings result from replacement needs. School budget restrictions have reduced the opportunities for music and physical education specialists. The number of qualified teachers at all levels in virtually all programs greatly exceeds the limited number of vacancies.

MEDICAL RECORD
LIBRARIAN
100.388

Registered Medical Record Librarians constitute a very small occupational group. Only two schools in California offer training which qualifies the graduate to take the examination for Registered Record Librarian. These are UCLA and Loma Linda

University in San Bernardino County. The course can be completed as a part of a 4-year bachelor's degree program, or in graduate school. The college placement office and the professional association can provide information about job vacancies. In San Francisco there is little turnover. A few jobs open up each year as hospitals and clinics expand their record keeping systems, and currently there is a balance between the number of openings and qualified applicants. Many employers refer to this position as Medical Records Administrator, recognizing this role as head of the Medical Records Department.

ACCOUNTANT (DEGREE)
160.188

Local and State agencies, banks, insurance companies, and CPA firms are the major employers of Accountants in San Francisco. However, most large-sized business and manufacturing firms employ at least one Accountant. Entry-level jobs, such as

Junior Accountant, generally require a bachelor's degree in accounting or in business administration with an emphasis in accounting. Currently there are more technically qualified entry-level applicants than positions open. To become a Certified Public Accountant, 2 years of experience with a public accounting firm is required including work in the areas of financial statement preparation and auditing. Companies recruiting Senior Accountants may require that the individual be a CPA or have specialized experience in a particular industry. Increasingly employers require a CPA with a M.B.A. degree. There is an occasional demand for well-qualified experienced Accountants.

UNDERWRITER
169.188

Underwriters decide whether to accept or reject an application for insurance. They also decide which premium rate should apply for each policy issued. Most Underwriters handle property, life, or liability insurance and work in field or home offices of

insurance companies. Some Underwriters handle many different kinds of policies. The number of Underwriters in San Francisco has increased slightly in recent years, but future employment prospects are clouded by slower economic growth and the possibility of no-fault insurance. Most openings currently occur due to replacement needs, and the number of qualified Underwriters is now approximately equal to the number of openings. The industry sometimes refers to agents, underwriting clerks, policy typists and anyone else involved in the production of insurance as Underwriters. However, this statement refers only to those workers actually responsible for acceptance or rejection of risks.

CLERICAL AND SALES

SECRETARY

201.368

STENOGRAPHER

202.388

Secretaries are employed in virtually every business and industry, while Stenographers usually work in only larger establishments or governmental agencies. Secretary is not an entry-level position; normally an individual starts out as a Stenographer,

frequently working in a pool and doing work for a whole department or office. There is a demand for experienced Secretaries who type 60 or more words per minute on the electric typewriter and take shorthand of 80 to 100 words per minute. Employers, however, tend to be very strict about these hiring requirements and prefer some business or college education. There is a special need for qualified medical, real estate, and legal Secretaries. The outlook for entry-level Stenographers with similar typing and shorthand skills is also good. Because San Francisco is the banking, finance and government center for the Bay Area, job opportunities for Secretaries and Stenographers are more numerous, and appear to pay more here than in the rest of the area. Qualified applicants will find ample job opportunities.

MTST OR MCST OPERATOR

203.588

TECHNICAL TYPIST

203.582

There is a demand for MTST or MCST operators with experience on these specific machines. Employers prefer this experience as background for the Technical Typist position. This is a relatively new occupation and the demand is currently moderate but should

grow as businesses convert to word processing centers. Technical Typists are also called Mag Card Typists, Composition Typists, or Automated Typists.

COURT REPORTER

202.388

The growing volume of litigation has increased demand for Court Reporters. Job opportunities for free-lance reporters to take depositions and perform other court-related work are, currently, good in San Francisco. Applicants usually must be

qualified for the Certified Shorthand Reporter certificate and take dictation of 200 words per minute. Although consideration has been given to replacing Court Reporters with audio visual equipment, employment prospects for qualified Reporters will probably be moderate to good for the foreseeable future.

FILE CLERK

206.388

Most establishments need an orderly arrangement for the storage and retrieval of records. This creates opportunities for File Clerks. Since most of these positions are entry-level, competition for positions usually exists. File Clerk jobs are frequently

combined with other duties such as typing, receptionist, or recordkeeping. Applicants who can type 55-60 wpm, perform related clerical tasks and have

a good work history will have an advantage, and find far more employment opportunities. The increasing use of mechanical and electronic devices to arrange, store, and transmit records will limit the growth of this occupation.

CLERK TYPIST
209.388

Outside of government agencies and larger firms, few Clerk Typist jobs involve only typing. Answering telephones, record-keeping, or operation of office machines may take up more than 50 percent of the Clerk Typist's time. Currently in

San Francisco there are positions available for typists who can accurately type 55 or 60 words per minute and are capable of performing related clerical tasks. Increasingly, there are more opportunities for the well-qualified Clerk Typist to learn to operate specialized typewriters used by data processing departments and by the printing industry.

CLERK, GENERAL
209.588

Clerk, General is one of the major clerical occupations, and jobs can be found in nearly all industries, particularly in the larger establishments and government agencies. Since this is usually considered an entry-level job, the number of applicants

is quite large and the competition keen. The applicant with typing ability, mathematical aptitude, and clerical training possesses some advantage when job-seeking. Sophisticated office machines and electronic data processing equipment may well eliminate many Clerk, General jobs in the future. Currently there are many more marginally qualified applicants than positions available.

BOOKKEEPER, FULL-CHARGE
(EXP.)
210.388

Full-Charge Bookkeepers usually work in small or medium-sized firms. This is particularly true of the construction industry and of the wholesale and retail trade industry. Increasingly, employers specify a need for Bookkeepers who type

and have payroll, tax, and "through trial balance" experience. Occasionally employers specify a need for Bookkeepers with experience in a particular industry and knowledge of computer systems. Since every business requires accurate records of its financial transactions, opportunities for well-qualified Bookkeepers should remain good. Most of these openings will be from turnover, with a few resulting from business expansion. Long-term prospects for Bookkeepers will be affected by the development and availability of electronic data processing and other record keeping devices. The outlook, however, for the next few years should remain good in San Francisco.

COMPUTER OPERATOR
213.382

Most larger businesses and government agencies use computers to process data. Computer Operators follow detailed written instructions to operate and monitor computers

and other equipment in electronic data processing departments. Currently there is an occasional demand for well-qualified operators with experience in the specific type of equipment the employer is using. Many large companies, therefore, recruit from within. Trainees or those with little work experience will have difficulty finding a position. The long-term outlook will be affected by the development of larger, faster computers which require few operators.

KEYPUNCH OPERATOR
213.582

While Keypunch Operators can be found in most industries, the majority work in government, wholesale and retail trade, banking institutions, and insurance companies. Employers require one to two years' experience on specific machines

(129,5496, key tape and key disc), 10,000 to 12,000 strokes per hour and availability without regard to shift or job location. There is a great deal of shift work in this occupation and because of job locations, transportation can be a problem. There is a demand for experienced operators in San Francisco, but most employers are unwilling to hire workers with less than six months' experience. There are therefore, more trained, inexperienced operators than positions available.

CLERK, GENERAL OFFICE
219.388

The Clerk, General Office works under limited supervision and frequently may supervise General Clerks or Clerk Typists. The Clerk, General Office must have excellent clerical skills, extensive office experience and a thorough knowledge of

office procedures. Most employers require some bookkeeping, typing at 65 words per minute and experience with a wide range of office equipment. Many employers promote skilled workers to Clerk, General Office from a less responsible position. Currently there is some demand for qualified experienced workers, however competition is keen and employers will not relax their requirements to hire a less skilled or less experienced worker.

SHIPPING AND
RECEIVING CLERK
222.387

Shipping and Receiving Clerks keep track of goods transferred by manufacturing and business firms. In small firms the duties of Shipping and Receiving Clerk are combined in one position. In larger firms there are separate Shipping and Receiving Clerks,

often more than one in each position. A valid California driver's license, legible handwriting and physical strength are minimum qualifications. Most firms also require some typing and clerical ability. Frequently employers promote to Shipping and/or Receiving Clerk from the Stock Clerk position. There is little turnover in this occupation and technological improvements in record keeping and material moving have cut the number of new openings. Currently in San Francisco there are more qualified applicants than positions available. In trucking companies, warehouses, and other large firms, Shipping and Receiving Clerks are usually covered by union contracts.

STOCK CLERK
223.387

Most Stock Clerks are employed by the wholesale and retail trade and manufacturing companies. Hiring requirements vary with the industry, but all require the ability to do heavy physical work. Since the skills required for this position are relatively limited, many people apply for this as a first job. Competition, therefore, is very keen and the applicant with additional skills has an advantage. Currently in San Francisco, there are far more qualified applicants than positions available. This situation will probably not improve in the near future as new technology further reduces the number of openings.

RECEPTIONIST
237.368

Jobs for Receptionists exist in practically all kinds of establishments but tend to be concentrated in large corporations and in the offices of physicians, attorneys, and other professionals. Most Receptionists jobs require specific skills in addition to receiving customers and clients, for example; typing, PBX, 10 key adding machine, or record keeping. Employers frequently fill Receptionist positions by the transfer of an experienced clerical worker familiar with the firm's operation. There are occasional openings for Receptionists with clerical skills and medical or dental experience, but generally there are more qualified applicants than positions available.

SALES AGENT, INSURANCE
250.258

Insurance companies are continuously recruiting Insurance Sales Agents. They prefer some college or previous insurance sales experience. The Sales Agent should have a car and must be willing to work weekends and evenings. An Insurance Sales Agent can be an agent for one company; be an independent agent for many companies; sell a variety of policies or specialize in one type of insurance, for example, industrial or life. All of these, however, demand the elusive ability to sell. Insurance companies generally pay a salary only during the initial training period. From then on, work is on a commission basis. For the successful Sales Agent, the work can be financially rewarding, but many beginning Sales Agents find it frustrating and do not last out their first year.

SALESPERSON (RETAIL TRADE)
263. 276. 280.

The Salesperson must have a greater degree of selling ability and more knowledge of the merchandise handled than the Sales Clerk. Most employers require applicants for Salesperson positions to have some selling experience and often request experience in a specific line such as hardware, auto accessories, etc. The demand for Salespersons fluctuates throughout the year, reaching a peak during the Christmas holiday sales. Increasingly, employers recruit students

or others available for part-time hours to work during the busiest sales periods. There is occasional opportunity for Salespersons with specialized experience-- furniture, shoes, draperies, or men's and women's clothing, but generally, the number of qualified applicants exceeds the number of positions available. This situation seems likely to continue in spite of the growing volume of retail sales, because the transition of more stores to self-service merchandising will limit the number of new jobs. In San Francisco these positions are often unionized.

SALES CLERK
290.478

Sales Clerks work behind the counter in drug, variety and discount stores, and in gift shops. They help customers locate merchandise and receive payment for goods selected. Although demand for Sales Clerks varies throughout the year, reaching a peak

with the approach of the Christmas shopping season, there are always more qualified applicants than jobs available. The transition by many stores to self-service merchandising will hold down the number of new jobs. Many of the larger stores now prefer to hire part-time Sales Clerks for peak hours, which may occur on weekends or evenings. For this part-time work employers generally recruit students or other persons who are available for flexible hours. In San Francisco many Sales Clerks belong to the Retail Clerks Union.

DRIVER, SALES ROUTE
292.358

Sales Route Drivers work for dairies and bakeries, and soft drink, liquor, and drug distributors. They must have good driving records and the California driver's license class appropriate for the truck they will drive. Many employers fill

Sales Route Driver positions by promoting workers familiar with the company's products and adept at selling. Most firms employing Sales Route Drivers are unionized and have contracts with the International Brotherhood of Teamsters. Turnover is generally very low, especially in the higher paying positions, and the occupation is not expanding rapidly. There is, therefore, intense competition for the few openings which occur each year in San Francisco.

GROCERY CHECKER
299.468

Employers have increased the pay and the hiring requirements for Checkers. Many now require completion of a formal training program. Most of the large supermarkets in the area are unionized though many of the small convenience and family run stores are

not. Generally the wages are higher and requirements stiffer in the union markets. In San Francisco, the number of Checker jobs is not increasing rapidly, and most openings are the result of turnover. Currently, there are more qualified experienced applicants, and many more trained, inexperienced applicants than openings. Many Grocery Checkers, especially those employed by the major food chains, are covered by union contracts with the Retail Clerks Union. The

larger unionized supermarkets have apprenticeship training programs specified in the union contract. Entry-level courtesy clerks or baggers may be hired directly through the individual store. One major grocery store chain conducts a formalized training program for Grocery Checkers and has very specific hiring requirements.

SERVICE

WAITER/WAITRESS
311.878

Waiters/Waitresses must be willing to work quickly, and on split shifts, late hours and holidays. Their work requires constant standing, walking and bending. There is a demand for experienced workers with stable work histories. Many workers, however, do

not meet these employer requirements, or have availability restrictions which limit their employment opportunities. Turnover in this occupation is generally high, with job openings occurring most frequently in small fast-service establishments and less often in dining rooms. Employers with smaller establishments are often willing to hire people with limited experience for counter work. A large number of workers in San Francisco are unionized.

COOK
313.381

The heading Cook includes three major groups: Chefs or Head Cooks; Dinner and Fry Cooks; Short-Order Cooks who prepare simple meals or snacks from start to finish. In addition to these general categories large establishments frequently have specialists

such as Vegetable Cooks or Pastry Cooks. Most Cooks in San Francisco belong to the Hotel & Restaurant Employees & Bartenders Union, Local 2. There is a continuing demand for well-qualified Cooks and Chefs specializing in ethnic food preparation. Employers will not accept marginally qualified cooks or those with poor work histories. Turnover is generally highest in the Short-Order Cook category. The decline in the supply of continental trained Chefs, the lack of a widespread apprenticeship system and the lack of people entering the field as a career are reasons for the periodic shortages of highly qualified Cooks and Chefs. The San Francisco union has a formal apprenticeship program; however, no applications are currently taken because of high unemployment among Cooks.

KITCHEN HELPER
318.887

Kitchen Helper is a general title for Vegetable Worker, Pot Scrubber, Dishwasher and similar kitchen workers. It is generally considered an entry-level job. If the worker is adept and the employer willing, this position can serve as a training ground for

Cook positions. Pay is relatively low and turnover relatively high. In spite of this, there are far more applicants, experienced and inexperienced, than jobs available. Kitchen Helpers work in restaurants, cafeterias, lunch counters, cafes and resorts. Unionization varies between establishments.

BARBER
330.371

Success in this occupation depends not only on skill but also on intangible factors such as building a steady clientele. Although business has been stimulated by the growing popularity of hair styling for men, the trend toward longer hair and home haircutting has slowed employment growth. Most shops have contracts with the Barbers and Beauticians Union. Most full-time Barbers work more than 40 hours per week. Saturday work is common. Experienced Barbers without a clientele and new Barbers have difficulty finding work. A State license is required.

COSMETOLOGIST
332.271

Cosmetologists are also called beauty operators, hairdressers, or beauticians. Success in this occupation depends not only on skill level but also on such intangible factors as the ability to build a steady clientele. Currently, in San Francisco, there is an occasional demand for licensed Cosmetologists with experience in the latest styles and techniques. There are far more unlicensed Cosmetologists than jobs available. Pay is generally a minimum wage plus commissions. November and December are the busiest months, Thursday, Friday and Saturday the busiest days for Cosmetologists. Some shops are unionized.

NURSE AID/ORDERLY
355.878

The Nurse Aid/Orderly works in general hospitals, convalescent hospitals, nursing homes, and rest homes. Although the occupational title is the same, the work is very different in the various medical care facilities. The job as it occurs in general hospitals involves working with acutely ill patients and usually requires 6 months of hospital experience. Some of these jobs are unionized. They are usually obtained by applying to the Director of Nurses. In San Francisco, openings in general hospitals generally result from replacement needs and there is a balance between qualified, experienced applicants and available jobs. In nursing homes and convalescent hospitals, the work entails little medical care, most duties involving patient comfort. There is a demand for Nurse Aids/Orderlies in these facilities, especially for split or night shifts. Wages in convalescent hospitals tend to be lower than in general hospitals.

PSYCHIATRIC
TECHNICIAN
355.878

Psychiatric Technicians work in mental health facilities assisting doctors, psychologists, and nurses with the care of the mentally ill and mentally retarded. They administer medication, aid patients personal hygiene, and frequently act as part of the therapeutic group, providing much-needed personal contact to hospitalized patients. Technicians must have patience, tolerance, and sound

judgment. They must be licensed by the Board of Vocational Nurse and Psychiatric Technician Examiners. This requires successfully completing an accredited Psychiatric Technician training program and passing the Board's examination. The occupation is not expanding in San Francisco and most openings are the result of turnover or other replacement needs. Currently there is a balance between the number of qualified Technicians and annual job openings. The long-term outlook will greatly depend on State government decisions on the State hospital system.

GUARD
372.868

There is a moderate year-round demand for guards but many applicants do not meet employer physical, bonding, or security clearance requirements. Many employers also require guards to have own car, uniform, telephone, and State security

clearance card. Wages are low, especially in non-union positions. The number of jobs in this occupation is increasing but at a slow rate. Most full-time openings are replacement positions. There is high turnover in part-time, intermittent and on-call positions. Approximately 50 percent of guards are covered by union contracts with such unions as the International Union of Guards and Watchmen, or the ILWU Local 75 Gatekeepers and Watchmen, or the Building Service Workers Union. Many belong to the industrial union of the plant in which they are employed.

POLICE OFFICER
375.268

There is intermittent recruiting for Police Officers in San Francisco. Requirements are stringent. Applicants must pass physical and mental tests, have a valid California driver's license and be a U.S. Citizen. Many applicants

do not meet these requirements.

PORTER/JANITOR
381.887

This title includes three different occupations: Building Porter, Industrial Porter, and Janitor. The main differences are the degree of skill required to perform the tasks and where the job is done. Building Porters are the largest

group. They clean commercial buildings generally during evenings or weekends. Industrial Porters work in the production areas of plants generally during regular working hours. This work is usually the heaviest of the three groups. Janitors clean and do minor repairs in hotels, office buildings and apartment houses. The pay for all three groups is generally low and turnover quite high, except for the civil service and industrial positions. There is a demand for experienced Janitors, but far more marginally qualified applicants than jobs available in all three groups. Many of these jobs are unionized, and

many workers belong to the Service Employees Union local having jurisdiction over the area in which they work. Building Porter jobs with janitorial service contractors are easier to enter because of their high turnover rate. Openings frequently occur; own transportation is often required. There is a constant need for Porters who can meet the employers' requirements. However, many applicants for Porter work do not meet these requirements.

INDUSTRIAL

MACHINIST
600.280

The journeyman all-round Machinist reads blueprints and diagrams, plans the sequence of machining operations, lays out the work and sets up and operates any of a variety of metal machining tools to produce metal parts meeting precise specifications. Many Machinist jobs require specialized experience or a high degree of skill. Machinist is a relatively small occupation and turnover is, generally, low. There is an occasional demand for highly skilled, all-round journeymen but there are many marginally qualified workers who do not meet employer requirements for skill or experience in a specific industry.

MACHINE-TOOL
OPERATOR
601.280

Currently, in San Francisco, there are more Operators than positions available. Even the highly skilled Operator will find limited opportunities. Automated and semiautomated machinery has slowed the growth of this occupation and there will be few new openings over the coming year.

AUTO MECHANIC
620.281

In San Francisco, there is some demand for well-qualified, journeyman Mechanics with smog, brake and lamp certificates. There is a special demand for qualified Mechanics with foreign car or rotary engine experience. For all Mechanics' jobs there are many marginally qualified workers who do not meet employer requirements. Some employers will pay extras, such as commissions or percentages of the profit, above a base pay scale. Most employers require Mechanics to furnish their own tools. Some service stations hire persons who are less than fully qualified Mechanics for tune-up, brake work and minor repairs. This work is done in addition to pumping gas, and doing other service station attendant tasks.

OFFICE MACHINE
SERVICER
633.281

Currently, in San Francisco, there is a moderate demand for well-qualified experienced Servicers with sales and mechanical ability. There is only a limited demand for Servicers with ability

to work on both manual and electronic office machines. Most job opportunities are for those experienced in electronics, to repair electronic calculators and cash registers. Major employers in this industry are office, computing and accounting machine manufacturers, sales and service shops, and government agencies. There are many marginally qualified Servicemen who do not meet employer repair or sales experience requirements.

DIESEL MECHANIC
625.281

Diesel Mechanic is a relatively small occupation in San Francisco. Most jobs are in railroad, bus, and trucking companies and in the construction industry, where the work is seasonal. There are a few openings each year for skilled

journeyman Mechanics but virtually no openings for those with less than journeyman status. The long-term prospects for Diesel Mechanics are closely linked to the competitive position of the diesel motor.

AIR CONDITIONING/
REFRIGERATION MECHANIC
637.281

Refrigeration Mechanics usually enter the trade through a formal five-year apprenticeship. Presently, the number of journeymen retiring or leaving the field equals the number of apprentices being trained.

Since most of the Mechanic's work in San Francisco involves units for large office buildings and apartments, future employment prospects will follow trends in the construction industry.

DENTAL
TECHNICIAN
712.381

Most Dental Technicians work in commercial dental laboratories. Some work in dentists' offices and a few are employed by various federal agencies. Dental Technicians may learn the work on-the-job, take a two-year course in a community

college or take a short-term course in a private school. A few labs are unionized and have a 3-5 year apprenticeship program. There is some demand for well-qualified crown and bridge specialists. The occupation does not lend itself to automation, so future prospects will depend on population trends and the better care people are taking of their teeth with expanding dental insurance programs. There are many marginally qualified Technicians who do not meet employer requirements.

TELEVISION AND
RADIO REPAIRER
720.281

Because many shops are small, employing two or three workers, little opportunity exists for persons to train as Television and Radio Repairers. In San Francisco there is a sporadic demand for Repairers with color T.V. experience. Moderate

increases in employment of Repairers are anticipated as the economy recovers and consumer demand for televisions, stereos, and other electronics equipment grows. These gains will be partially offset by technological changes which should reduce servicing requirements. Such changes will require Repairers to have greater skill and technical knowledge.

UPHOLSTERER
780.381

This is a small occupation in San Francisco. Most employers own small shops with as few as two or three workers. Turnover tends to be low; a few positions for qualified journeymen open up each year because people retire or leave the trade.

These may be in custom upholstery or auto upholstery. There are virtually no opportunities for workers with less than journeyman status. Because it is often more economical to replace than to recover furniture, little expansion of the upholstery trade is anticipated.

AUTOMOBILE-BODY
REPAIRER
807.381

In San Francisco the number of new positions for Automobile-Body Repairers is increasing very slowly. This is due to a combination of factors including a lower auto accident rate and the increased cost of repair work which has led many

potential customers into neglecting minor repairs. There is a sporadic demand for well-qualified journeymen with a broad knowledge of body and metal repairs, and finishing and painting techniques. Employers often require Repairers to have their own tools and the ability to meet customers. There are many marginally qualified workers who do not meet employer requirements and there are few opportunities for apprentices or helpers.

WELDER
PRODUCTION WELDER
810. to 816

Most of the Welders in San Francisco are journeymen employed in the construction industry. There is a fluctuating demand for experienced journeyman Welders depending on trends in the construction industry. There are also occasional

openings for trainees with good basic skills who can pass the vertical and overhead test with mild steel or H.T.S. rods. Many workers do not meet employer qualifications. San Francisco has relatively few Production Welder positions and many applicants looking for this type of work.

MAJOR HOUSEHOLD-
APPLIANCE SERVICER
827.281

Workers who repair such major appliances as ranges, refrigerators, waste disposals, washers, and dryers, may be employed by the service department of a retail store, an appliance repair shop, a manufacturer's local service center or an appliance

wholesaler. Small appliance repair is usually done in small shops. Very few Appliance Servicers are covered by union contracts. Job opportunities for Major Appliance Servicers are expected to continue to be fair. Due to increased costs for new ones, many appliances are being repaired rather than replaced. Many Servicers lack sufficient skills in refrigeration. The prospects are brightest for Major Appliance Servicers capable of repairing several appliances.

COMPUTER SYSTEMS
TECHNICIAN
828.281

Most Technicians are on the payroll of computer manufacturers who usually provide maintenance and service when selling or leasing their equipment.

A small proportion work for small maintenance and service firms, or for

computer service firms. Refinements in computer construction have made machines more reliable and more immune to wear. Some have built-in self-diagnosing capabilities. These improvements enable fewer Technicians to service more machines. This decrease in job opportunities may be balanced by increasing job opportunities in servicing companies converting to or expanding their EDP systems. Technicians are generally based in urban areas, traveling to outlying regions periodically. Hiring requirements are stringent, with 2 years' electronics education in college or in the military a basic requirement. There is little turnover because most Technicians are fairly young, and skills developed with one manufacturer are not readily transferable. Jobs are normally found through direct application to the employers. The occupation appears to be in balance in San Francisco.

TRUCK DRIVER, HEAVY
905.883

Employment opportunities for Truckers are closely related to general economic conditions and the corresponding amount of freight movement. Increases in trucking and warehousing are expected in 1976, and employment prospects should

improve somewhat for qualified, Class I Truckers with experience in a specific industry, and good driving records. However, marginally qualified drivers with little, or out-of-state experience, will continue to have extreme difficulty finding a job. Truckers without a Class I license will find few openings. Most Truck Drivers are members of the Teamster's Union.

SERVICE-STATION
ATTENDANT
915.867

Because of the low pay and undesirable shifts, turnover among Service-Station Attendants tends to be high. There is usually some demand for Attendants with local references, valid California driver's license and mechanical experience,

but there are many qualified applicants and considerable competition for positions. Headlight, brake and smog certification will substantially

improve a worker's employment prospects. Information regarding these certifications can be obtained from the State Department of Consumer Affairs, Bureau of Automotive Repair, Sacramento 95816. Currently, there are many more marginally qualified applicants than positions available. Evening shifts, weekend and holiday operations of service stations provide some opportunities for part-time work.

WAREHOUSE WORKER
922.887

In San Francisco, the number of qualified applicants exceeds the number of openings. In addition, there are many marginally qualified workers with poor work histories who do not meet employer requirements.

Despite the growing volume of products handled, the number of Warehouse Worker positions will not increase rapidly due to innovations in material handling equipment. Generally, to qualify for a warehouse job, an applicant must be capable of frequently lifting objects weighing from 30 to 70 pounds and must have no disabilities that would preclude lifting, or affect their mobility. Since many firms operate around-the-clock, Warehouse Workers frequently work a variety of shifts. In industries, such as food processing, Warehouse Workers are subjected to seasonal unemployment. Unions, particularly the Longshoremen's and Teamsters, have negotiated contracts covering most Warehouse Workers in San Francisco.

STATIONARY ENGINEER
950.782

Stationary Engineers are employed in almost every industry and enjoy stable year-round employment. This is a small occupation in terms of numbers employed, and the turnover rate among journeymen is relatively low. Employers sometimes

have difficulty filling jobs when openings occur, because they want qualified workers with diverse backgrounds, and many applicants do not have sufficient experience. Most of these openings are for shift work.

CONSTRUCTION OCCUPATIONS
Various DOT Codes

The outlook for Construction Occupations in San Francisco should improve this year with major projects getting underway. This will be especially true if the Yerba Buena Center and San Francisco Sewer projects begin. This outlook can be

affected however by monetary policy decisions made at the national level and environmental rulings made by local agencies. Skilled craftsmen and foremen alone account for more than one-half of the employment in the construction industry. Apprenticeship is the usual entry into these craftsman-level occupations, and unions continue to report far more applicants for apprenticeship programs than openings each year.

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ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT
SAN FRANCISCO CITY AND COUNTY ANNUAL AVERAGES, 1970 - 1974
(Amounts in thousands)

Industry	1970	1971	1972	1973	1974
Nonagricultural wage and salary	482.2	464.8	465.5	476.9	479.0
Mineral extraction	.5	.6	.4	.4	.4
Construction ^c	19.3	17.5	18.1	19.0	21.6
Manufacturing	54.2	51.9	49.7	50.2	49.8
Durable goods	14.2	13.6	12.3	12.3	12.0
Fabricated metals	5.5	5.0	4.9	4.6	4.1
Nonelectrical machinery	2.0	1.8	1.7	1.6	1.7
Electrical machinery	.9	.8	.6	.7	.6
Transportation equipment	1.9	2.2	1.6	1.6	2.1
Other durable goods	3.9	3.8	3.5	3.8	3.5
Nondurable goods	40.0	38.3	37.4	37.9	37.8
Food canning and preserving	3.9	3.5	3.2	3.1	3.1
Other food processing	9.3	9.0	7.7	7.5	7.7
Apparel	8.2	8.3	8.8	9.7	9.6
Printing and publishing	10.2	9.4	9.1	9.2	9.1
Other nondurable goods	8.4	8.1	8.6	8.4	8.3
Transportation, communication and utilities	58.8	55.1	53.8	53.1	52.0
Trade	96.3	92.5	91.4	93.0	92.5
Wholesale	39.3	37.9	37.0	37.7	37.6
Retail	57.0	54.6	54.4	55.3	54.9
Finance, insurance and real estate ^d	64.6	62.9	64.1	66.5	68.2
Services	95.7	94.0	97.7	104.6	108.1
Government ^e	92.8	90.3	90.3	90.1	86.4
Agriculture	.2	.2	.2	.2	.2

Footnotes - See Page 42

ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT
SAN FRANCISCO CITY AND COUNTY, 1974

(Amounts in thousands)

Industry	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Avg.
Nonagricultural wage and salary	473.3	474.2	464.1	477.2	480.9	481.6	479.7	482.2	481.7	482.5	483.2	487.1	479.0
Mineral extraction	.3	.3	.3	.3	.3	.3	.3	.4	.4	.4	.4	.4	.4
Construction ^c	20.1	20.5	21.5	21.2	22.1	22.3	19.4	22.2	22.5	22.3	22.4	22.3	21.6
Manufacturing	50.0	50.0	50.4	49.4	50.3	50.0	49.2	49.5	49.8	50.0	49.7	49.9	49.8
Durable goods	12.5	12.5	12.6	11.2	12.3	12.1	11.5	11.6	11.9	12.0	11.8	11.9	12.0
Fabricated metals	4.3	4.3	4.4	3.2	4.2	4.2	4.1	4.2	4.2	4.2	4.1	4.1	4.1
Nonelectrical machinery	1.7	1.6	1.7	1.7	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.7	1.7
Electrical machinery	.7	.7	.6	.6	.6	.6	.4	.6	.8	.6	.6	.6	.6
Transportation equipment	2.2	2.2	2.2	2.0	2.1	2.1	1.8	1.7	1.9	2.2	2.2	2.3	2.1
Other durable goods	3.6	3.7	3.7	3.7	3.7	3.4	3.5	3.4	3.3	3.3	3.2	3.2	3.5
Nondurable goods	37.5	37.5	37.8	38.2	38.0	37.9	37.7	37.9	37.9	38.0	37.9	38.0	37.8
Food canning and preserving	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.0	2.9	2.9	3.1
Other food processing	7.7	7.6	7.7	7.7	7.7	7.8	7.8	7.7	7.7	7.7	7.6	7.6	7.7
Apparel	9.4	9.5	9.7	9.9	9.5	9.5	9.4	9.4	9.5	9.8	9.7	9.7	9.6
Printing and publishing	8.9	8.9	9.0	9.2	9.2	9.2	9.2	9.2	9.2	9.1	9.2	9.3	9.1
Other nondurable goods	8.4	8.4	8.3	8.3	8.5	8.3	8.2	8.4	8.4	8.4	8.5	8.5	8.3
Transportation, communication and utilities	52.1	51.8	51.9	51.9	52.1	52.6	53.0	52.5	52.2	51.5	51.1	51.0	52.0
Trade	91.2	90.6	90.8	91.5	92.0	93.1	92.5	93.1	93.0	93.0	93.7	95.9	92.5
Wholesale	37.0	37.1	37.3	37.5	37.5	37.9	38.0	38.2	38.2	37.7	37.7	37.8	37.6
Retail	54.2	53.5	53.5	54.0	54.5	55.2	54.5	54.9	54.8	55.3	56.0	58.1	54.9
Finance, insurance and real estate ^d	67.1	67.4	68.2	68.0	68.1	68.2	68.2	68.0	68.4	68.5	68.8	69.0	68.2
Services	104.6	106.1	106.8	107.3	108.0	107.0	108.4	109.3	109.6	110.1	109.7	110.3	108.1
Government ^e	87.9	87.5	74.2	87.6	88.0	88.1	88.7	87.2	85.8	86.7	87.4	88.3	86.4
Agriculture	.1	.1	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.2

ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT

SAN FRANCISCO CITY AND COUNTY, 1973

(Amounts in thousands)

Industry	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Avg.
Nonagricultural wage and salary	470.3	470.2	474.2	474.0	476.5	479.7	477.0	480.2	482.1	478.0	480.0	480.6	475.9
Mineral extraction	.4	.3	.4	.4	.4	.4	.4	.4	.4	.4	.3	.3	.4
Construction ^c	17.7	17.3	17.8	17.9	18.5	19.4	19.7	20.0	20.4	20.4	20.1	19.5	19.0
Manufacturing	48.6	49.4	49.9	50.1	50.2	50.8	50.2	50.8	51.4	50.4	50.3	50.2	50.2
Durable goods	12.0	12.2	12.0	12.0	12.0	12.3	12.3	12.3	12.7	12.3	12.4	12.4	12.3
Fabricated metals	4.7	4.7	4.6	4.6	4.6	4.6	4.7	4.7	4.7	4.5	4.6	4.5	4.6
Nonelectrical machinery	1.5	1.5	1.5	1.5	1.5	1.6	1.7	1.7	1.7	1.7	1.6	1.7	1.6
Electrical machinery	.6	.6	.6	.6	.6	.7	.7	.8	.8	.8	.8	.7	.7
Transportation equipment	1.6	1.7	1.5	1.6	1.6	1.6	1.5	1.6	1.7	1.6	1.7	1.8	1.5
Other durable goods	3.6	3.7	3.8	3.7	3.7	3.8	3.7	3.7	3.8	3.7	3.7	3.7	3.8
Non-durable goods	36.6	37.2	37.9	38.1	38.2	38.5	37.9	38.3	38.7	38.1	37.9	37.8	37.9
Food canning and preserving	3.2	3.1	3.0	3.1	3.1	3.1	3.2	3.3	3.2	3.2	3.1	3.1	3.1
Other food processing	6.9	7.5	7.7	7.6	7.6	7.7	7.3	7.3	7.6	7.5	7.4	7.4	7.5
Apparel	9.2	9.4	9.7	9.7	9.8	9.8	9.7	9.7	9.6	9.7	9.8	9.8	9.7
Printing and publishing	8.9	8.9	9.1	9.2	9.3	9.4	9.2	9.3	9.4	9.2	9.2	9.1	9.2
Other non-durable goods	8.4	8.3	8.4	8.5	8.4	8.5	8.5	8.7	8.9	8.5	8.4	8.4	8.4
Transportation, communication and utilities	52.5	52.1	52.4	52.4	53.1	54.0	54.0	54.0	53.9	52.7	52.6	52.7	53.1
Trade	92.3	91.8	92.0	91.6	92.3	92.8	92.6	93.6	93.6	92.6	94.3	95.1	93.0
Wholesale	37.7	37.6	37.8	37.3	37.6	37.9	37.8	37.9	38.1	37.4	37.6	37.6	37.7
Retail	54.6	54.2	54.2	54.3	54.7	54.9	54.8	55.7	55.5	55.2	56.7	58.5	55.3
Finance, insurance and real estate ^d	65.0	65.4	65.8	66.1	66.3	66.6	67.3	67.6	67.4	66.5	66.9	66.9	66.5
Services	101.5	102.1	103.5	102.6	103.3	104.5	104.3	105.7	106.9	107.0	107.4	106.6	104.6
Government ^e	92.3	91.8	92.4	92.9	92.4	91.2	88.5	88.1	88.1	88.0	88.1	88.3	90.1
Agriculture	.1	.1	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.2

ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT

SAN FRANCISCO CITY AND COUNTY, 1972

(Amounts in thousands)

Industry	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Avg.
Nonagricultural wage and salary	459.7	457.2	461.9	463.4	463.5	467.7	465.5	465.3	469.5	468.4	468.5	475.5	465.5
Mineral extraction	.6	.5	.4	.4	.4	.4	.3	.3	.3	.4	.4	.4	.4
Construction ^c	17.9	17.9	17.9	17.9	18.1	18.1	17.6	18.2	18.7	18.2	18.3	18.3	18.1
Manufacturing	49.4	49.5	50.2	49.5	49.5	50.9	50.0	49.6	49.7	50.0	49.3	49.1	49.7
Durable goods	12.8	12.7	12.7	12.3	12.0	12.6	12.3	12.1	12.2	12.2	12.2	12.3	12.3
Fabricated metals	5.0	4.8	4.9	5.0	5.0	5.1	5.0	4.9	4.9	4.8	4.9	4.9	4.9
Nonelectrical machinery	1.8	1.8	1.8	1.6	1.6	1.6	1.8	1.7	1.7	1.7	1.6	1.6	1.7
Electrical machinery	.6	.7	.7	.6	.6	.6	.6	.5	.5	.5	.5	.5	.6
Transportation equipment	1.9	1.8	1.7	1.5	1.3	1.7	1.5	1.5	1.6	1.6	1.5	1.6	1.6
Other durable goods	3.5	3.6	3.6	3.6	3.5	3.6	3.4	3.5	3.5	3.6	3.7	3.7	3.5
Nondurable goods	36.6	36.8	37.5	37.2	37.5	38.3	37.7	37.5	37.5	37.8	37.1	36.8	37.4
Food canning and preserving	3.2	3.2	3.3	3.3	3.2	3.3	3.3	3.3	3.2	3.2	3.1	3.1	3.2
Other food processing	8.0	7.7	7.9	7.6	7.7	8.0	7.8	7.8	7.7	7.8	7.3	7.1	7.7
Apparel	8.1	8.3	8.6	8.8	8.9	9.1	8.9	8.8	9.0	9.1	9.1	9.1	8.8
Printing and publishing	9.0	9.2	9.3	9.1	9.2	9.1	9.0	9.0	9.1	9.1	9.1	9.1	9.1
Other nondurable goods	8.3	8.4	8.4	8.4	8.5	8.8	8.7	8.6	8.5	8.6	8.5	8.4	8.6
Transportation, communication, and utilities	53.5	51.5	53.6	53.7	54.0	54.8	55.0	54.4	54.5	54.1	52.5	53.5	53.8
Trade	90.7	89.9	90.1	90.4	90.5	91.3	90.4	90.4	93.2	91.9	92.7	95.8	91.4
Wholesale	36.3	36.3	36.4	36.7	37.0	37.3	36.9	37.3	37.4	37.4	37.4	37.7	37.0
Retail	54.4	53.6	53.7	53.7	53.5	54.0	53.5	53.1	55.8	54.5	55.3	58.1	54.4
Finance, insurance, and real estate ^d	63.0	63.1	63.5	63.9	64.0	64.4	65.0	64.8	64.7	64.0	64.3	64.8	64.1
Services	94.4	95.0	96.0	97.3	97.3	98.2	98.1	98.6	99.3	99.0	99.5	99.8	97.7
Government ^e	90.2	89.8	90.2	90.3	89.7	89.6	89.1	89.0	89.1	90.8	91.5	93.8	90.3
Agriculture	.1	.1	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.2

ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT

SAN FRANCISCO CITY AND COUNTY, 1971

(Amounts in thousands)

Industry	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Avg.
Nonagricultural wage and salary	465.8	462.5	464.5	463.6	463.8	466.9	463.5	462.7	464.3	462.8	465.5	471.4	464.8
Mineral extraction	.5	.5	.5	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6
Construction ^c	16.9	17.0	17.2	17.6	18.0	18.1	16.5	17.4	17.5	17.8	18.0	18.2	17.5
Manufacturing	52.0	52.0	51.4	51.6	51.8	52.4	52.5	51.9	52.5	51.3	51.5	51.5	51.9
Durable goods	13.6	13.8	12.9	13.6	13.6	13.9	14.0	13.4	13.7	13.4	13.4	13.3	13.6
Fabricated metals	5.1	5.1	4.6	4.8	5.1	5.2	5.1	4.8	5.1	5.0	5.1	5.0	5.0
Nonelectrical machinery	1.9	1.9	1.9	1.9	1.8	1.8	1.8	1.7	1.7	1.7	1.7	1.7	1.8
Electrical machinery	.8	.8	.8	.7	.7	.7	.8	.8	.8	.8	.8	.7	.8
Transportation equipment	2.1	2.2	1.9	2.4	2.2	2.3	2.4	2.3	2.2	2.2	2.1	2.2	2.2
Other durable goods	3.7	3.8	3.7	3.8	3.8	3.9	3.9	3.8	3.9	3.7	3.7	3.7	3.8
Nondurable goods	38.4	38.2	38.5	38.0	38.2	38.5	38.5	38.5	38.8	37.9	38.1	38.2	38.3
Food canning and preserving	3.7	3.6	3.6	3.5	3.5	3.4	3.5	3.6	3.5	3.4	3.3	3.4	3.5
Other food processing	9.1	9.1	9.2	9.2	9.3	9.4	9.2	9.2	9.2	8.6	8.7	8.6	9.0
Apparel	8.1	8.2	8.3	8.1	8.2	8.3	8.2	8.2	8.4	8.5	8.6	8.6	8.3
Printing and publishing	9.5	9.4	9.5	9.3	9.3	9.3	9.4	9.3	9.4	9.2	9.3	9.3	9.4
Other nondurable goods	8.0	7.9	7.9	7.9	7.9	8.1	8.2	8.2	8.3	8.2	8.2	8.3	8.1
Transportation, communication, and utilities	55.7	55.9	55.7	55.3	55.1	55.7	54.5	53.8	53.5	54.4	55.3	55.8	55.1
Trade	92.7	91.7	91.6	91.2	91.4	91.9	92.3	92.5	93.1	92.3	93.1	95.8	92.5
Wholesale	37.4	37.6	37.9	37.7	37.6	38.1	38.1	38.2	38.4	37.8	37.9	38.2	37.9
Retail	55.3	54.1	53.7	53.5	53.8	53.8	54.2	54.3	54.7	54.5	55.2	57.6	54.6
Finance, insurance, and real estate ^d	63.3	62.5	62.6	62.4	62.4	62.7	63.5	63.5	63.3	62.5	62.8	63.6	62.9
Services	92.6	92.9	93.7	93.6	93.4	93.4	93.9	94.6	95.1	95.2	94.8	95.3	94.0
Government ^e	92.1	90.0	91.8	91.3	91.1	92.1	89.7	88.4	88.7	88.7	89.4	90.6	90.3
Agriculture	.1	.1	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.2

ESTIMATED NONAGRICULTURAL WAGE AND SALARY^a AND AGRICULTURAL^b EMPLOYMENT

SAN FRANCISCO CITY AND COUNTY, 1970

(Amounts in thousands)

Industry	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Avg.
agricultural wage and salary	482.4	482.9	485.9	483.9	482.2	486.0	484.5	482.9	482.1	477.2	476.2	479.8	482.2
Mineral extraction	.4	.4	.4	.5	.5	.5	.5	.5	.5	.5	.5	.5	.5
Construction ^c	19.1	19.3	19.6	19.6	19.6	19.6	19.9	20.1	19.6	19.1	18.7	18.2	19.3
Manufacturing	55.4	55.0	55.4	55.0	54.1	54.5	54.2	54.2	53.9	52.9	52.7	52.7	54.2
Durable goods	15.2	14.8	14.9	14.7	13.9	14.4	13.9	13.8	13.8	13.7	13.5	13.8	14.2
Fabricated metals	5.7	5.7	5.8	5.6	5.4	5.4	5.5	5.3	5.4	5.5	5.4	5.4	5.5
Nonelectrical machinery	2.1	2.1	2.1	2.1	2.1	2.1	1.9	1.9	1.9	1.8	1.8	1.8	2.0
Electrical machinery	1.0	1.0	1.0	.9	.9	1.0	.9	.8	.8	.8	.8	.8	.9
Transportation equipment	2.5	2.1	2.2	2.2	1.6	1.9	1.6	1.8	1.7	1.8	1.7	1.9	1.9
Other durable goods	3.9	3.9	3.8	3.9	3.9	4.0	4.0	4.0	4.0	3.8	3.8	3.9	3.9
Nondurable goods	40.2	40.2	40.5	40.3	40.2	40.1	40.3	40.4	40.1	39.2	39.2	38.9	40.0
Food canning and preserving	3.9	3.9	3.9	3.8	3.8	3.7	4.2	4.4	4.1	3.8	3.8	3.8	3.9
Other food processing	9.4	9.2	9.5	9.6	9.4	9.4	9.2	9.5	9.5	9.1	9.1	8.8	9.3
Apparel	8.1	8.2	8.3	8.3	8.4	8.3	8.2	8.1	8.2	8.2	8.2	8.2	8.2
Printing and publishing	10.3	10.3	10.3	10.1	10.2	10.2	10.1	10.1	10.1	10.0	10.0	10.0	10.2
Other nondurable goods	8.5	8.6	8.5	8.5	8.4	8.5	8.6	8.3	8.2	8.1	8.1	8.1	8.4
Transportation, communication, and utilities	59.1	59.1	59.5	58.3	58.2	59.8	59.4	59.4	59.2	57.7	57.6	57.8	58.8
Trade	96.5	96.4	96.8	95.6	95.6	96.6	96.4	96.3	96.5	95.4	95.8	98.2	96.3
Wholesale	39.4	39.6	39.8	39.2	39.3	39.8	39.6	39.6	39.5	38.8	38.7	38.8	39.3
Retail	57.1	56.8	57.0	56.4	56.3	56.8	56.8	56.7	57.0	56.6	57.1	59.4	57.0
Finance, insurance, and real estate ^d	64.5	64.8	65.4	64.8	64.7	64.9	65.6	65.1	64.2	63.7	63.5	63.7	64.6
Services	94.9	95.4	96.0	96.7	96.1	96.5	96.7	96.7	96.3	94.7	93.7	94.4	95.7
Government ^e	92.5	92.5	92.8	93.4	93.4	93.6	91.8	90.6	91.9	93.2	93.7	94.3	92.8
agriculture	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2

Footnotes:

a/ Does not include self-employed, unpaid family or private household workers.

b/ Includes self-employed, unpaid family and wage and salary workers.

c/ Includes employees of construction contractors and operative builders.

d/ Excludes employees of operative builders.

e/ Includes all civilian employees of Federal, State, and local government regardless of the activity in which the employee is engaged.

SAN FRANCISCO CITY AND COUNTY

POPULATION AND LABOR FORCE
1975

	Population July 1, 1975	Labor Force 1975 Annual Average
<u>Total</u>	667,700 <u>a/</u>	373,100
<u>Sex</u>		
Male	322,500	203,700
Female	345,200	169,400
<u>Race</u>		
White	432,700	245,200
Black	98,000	50,400
Other nonwhite	137,000	77,500
Spanish American	119,000	63,000
<u>Age</u>		
16-21	60,100 <u>b/</u>	32,600
22-44	239,000 <u>b/</u>	INA
45-54	74,100 <u>b/</u>	INA
55-64	72,100 <u>b/</u>	INA

a/ California Department of Finance estimate.

b/ California Department of Finance age distribution forecast
adjusted to total population estimate.

Source: All estimates were prepared by the Employment Data and
Research Division except as noted.

SAN FRANCISCO CITY AND COUNTY

Youth Labor Force Status

The following estimates of youth (16-21) labor force, employment and unemployment are based on assumptions of a labor force participation rate of .542 and a youth unemployment rate approximately 2.3 times the overall unemployment rate. Since these relationships change over time the assumptions for 1975 were made after an evaluation of current national data and 1970 census relationships.

Annual Average 1975

Labor force	32,600
Employment	23,600
Unemployment	9,000
Unemployment Rate	27.6

San Francisco County 1/
Field Offices

Employment Service Applicant Characteristics
December 31, 1975

	Active File <u>2/</u>	Applicants Available <u>3/</u>
Age	38,088	75,166
Under 20	2,753	5,379
20-21	3,515	7,283
22-24	6,514	13,598
25-29	9,505	19,463
30-39	8,600	15,983
40-44	2,250	4,082
45-54	3,373	6,170
55-64	1,321	2,627
65 and over	257	581
Sex	38,088	75,166
Male	21,036	43,787
Female	17,052	31,379
Ethnic group	38,088	75,166
White	22,710	45,840
Black	9,995	17,192
American Indian	177	325
Other	4,689	11,242
INA	517	567
Spanish American	4,230	8,066
Veteran	6,909	13,054
Vietnam-era	4,324	8,286
Handicapped	2,028	3,521

1/ Persons registered at more than one local office may be counted more than once.

2/ Persons who are currently considered by a field office as available for referral to job offerings, who are receiving employability development service, or who are considered available for referral to employability development service.

3/ The total number of applicants who have been in active status at any time during the fiscal year to date. Consists of applicants active as of June 30, 1975 plus applicants recorded in ES field offices as merely registered, partially registered, and renewed during the current fiscal year.

San Francisco County
Veteran Population
December 31, 1974

Total Veterans	114,560
Total war veterans	102,900
Vietnam era total	30,600
No service in Korean conflict	28,560
Korean conflict total	23,280
No service in World War II	16,490
World War II	52,880
World War I	4,980
Service between Korean conflict and Vietnam era only	11,660

Source: Veterans Administration

Data resources are currently insufficient to make reliable local estimates of employment and unemployment among veterans. However, national information is available on Vietnam-era veterans between 20 and 34 years old and should be helpful in assessing the local needs of veterans for job services.

Nationally, employment of Vietnam-era veterans during 1975 lagged behind 1974 levels with the number of job holders averaging 5,502,000 in 1975--a loss of 8,000 compared to the 1974 average of 5,510,000. Unemployment, which soared in 1975 and sometimes doubled 1974 levels, reached its peak in December when 628,000 veterans were actively seeking work. The unemployment rate for Vietnam-era veterans rose correspondingly, and was higher than the national civilian rate throughout 1975. The veterans' rate which usually did not drop below 9 percent, climbed to the year's high of 10.1 percent in December. The unemployment rate for non-veterans age 20-34 was consistently higher than the rate for veterans, ranging from 8.6 percent in January to 10.7 percent in May.

National Unemployment Rate
Annual Averages

	1975 Preliminary Annual Average	1974 Annual Average
Veterans 20-34	9.4	5.3
Non-veterans 20-34	9.9	6.0
Total civilian	8.5	5.6

SAN FRANCISCO COUNTY

PUBLIC ASSISTANCE PROGRAMS
OCTOBER 1975

Family and Children Groups
Caseloads by Program Status

	Cases	Adults	Children
Total	19,719	17,439	37,997
Family Groups	16,634	15,067	33,184
Unemployed Cases <u>1/</u>	1,327	2,372	3,055
Children in boarding homes and institutions	1,758	--	1,758

General Home Relief
Recipients

Recipients

Family Cases	115
Persons	230
One-Person Cases	8,731

Food Stamp Program
Household Participation

	Households	Persons
Total	41,510	85,721
Zero Purchase Level <u>2/</u>	5,522	6,739

1/ Includes all families eligible because of unemployment of a parent.

2/ Refers to cases where no payment is required for bonus stamps.

SAN FRANCISCO COUNTY

Handicapped/Disabled

The following are 1970 census figures on the number and labor force status of handicapped or disabled persons between the ages of 16 and 64, not living in institutions. Since the data are based on questions asked of five percent of the census questionnaires rather than a complete count, small numbers should be considered to be approximations only.

Population	49,779
Able to work	30,110
Labor force	22,793
Employment	20,047
Unemployment	2,746
Unemployment rate	12.1
Not in labor force	7,317
Unable to work	19,669

It is felt in some quarters (including within the California Department of Rehabilitation) that the 1970 census substantially undercounted the number of disabled or handicapped persons, due to respondents' failure to recognize some handicaps as such or their reluctance to admit any condition with a social stigma, such as mental illness or alcoholism. The Department of Rehabilitation therefore, prepared estimates by county of the disabled population as of July 1974 according to type of disorder and need for vocational rehabilitation services. The data have been updated to July 1975 according to population trends. The distribution among disorders was based on state and national patterns. These figures should be used with caution for those areas which have unique local situations not in conformance with general trends.

SAN FRANCISCO COUNTY

Disabled Noninstitutional Population 16-64 Years Old, 1975
By Major Disabling Condition a/

	Total	Needing Vocational Rehabilitation Services
Total	132,230	20,450
Sensory Disorders	3,520	1,070
Blind	590	140
Other Visual Impairment	1,540	460
Deaf	470	150
Other Hearing Impairment	910	320
Physical Disorders	71,240	7,320
Amputation and Orthopedic Disabilities	27,180	2,710
Epilepsy	1,400	270
Heart Disease	9,460	960
Speech Impairment	1,920	230
Digestive Disorder	5,990	620
Other Physical Disabilities	25,300	2,540
Mental Disorders	57,470	12,170
Mental Illness	2,780	1,050
Mental Retardation	9,130	1,680
Drug Addiction or Alcoholism	39,000	7,010
Other Character Disorders <u>b/</u>	6,560	2,430

a/ Parts may not add to totals due to independent rounding. Persons with more than one disorder are counted only once.

b/ Other character disorders include behavioral problems. Some ex-offenders are included in this category.

Source: Department of Rehabilitation.

SAN FRANCISCO COUNTY
OFFENDERS

Data is not currently available to make reliable estimates of the number of offenders. However, the California Departments of Justice and Corrections have provided the following data on the number of persons in jail or on active probation or parole.

	<u>1972</u>	<u>1973</u>	<u>1974</u>
Total	18,077	13,009	N/A
Adults	15,801	10,770	N/A
County jails <u>1/</u>	1,086	901	310
City jails <u>1/</u>	337	358	368
County and city camps <u>1/</u>	--	--	496
Active adult probation caseload	14,378	9,511	N/A
Superior Court	5,322	4,687	4,684
lower court	9,056	4,824	N/A
Juveniles	2,276	2,239	2,337
Held in adult facilities <u>1/</u>	--	3	--
Held in juvenile facilities <u>2/</u>	279	280	333
Active juvenile probation caseload <u>2/</u>	1,997	1,956	2,004

1/ One-day count as of last Thursday in September.

2/ One-day count as of December 31.

Source: California Department of Justice, Bureau of Criminal Statistics

The following table contains data on the number of persons on parole in Northern California. A specific breakdown by county of residence is not available. Instead, parolees are arrayed according to the location of their parole supervisors. In most cases, parolees live near their parole office, however, the Redding and Sacramento offices are responsible for large areas.

FELON PAROLE POPULATION
NORTHERN CALIFORNIA ACTIVE PAROLEES

Location	On Parole 6-30-73	Discharged during FY 73-74	On Parole 6-30-74	Discharged during FY 74-75	On Parole 6-30-75
<u>Male</u>					
Eureka	84	22	73	19	73
Fresno	334	92	275	92	287
Modesto	247	76	232	87	260
Oakland	1007	234	851	294	983
Redding	216	58	184	69	224
Sacramento	762	213	606	232	669
Salinas	248	58	180	57	231
San Francisco	840	215	761	248	768
San Jose	491	129	509	171	521
San Mateo	-	-	-	21	130
Santa Rosa	279	78	231	73	198
Stockton	214	56	168	47	153
<u>Female</u>					
East Alameda	-	-	-	5	5
Eureka	-	-	-	-	1
Fresno	35	12	19	9	12
North Bay	-	-	-	12	48
Oakland	49	4	-	-	-
Sacramento	42	21	40	10	37
Salinas	-	-	-	-	2
San Francisco	87	38	106	15	33
San Jose	55	14	51	14	41
Santa Rosa	-	-	-	1	3
Stockton	-	-	-	5	7

Source: California Department of Corrections

SAN FRANCISCO COUNTY

Personal Income Tax Statistics

1973 Income Year

Number of Returns

Adjusted Gross Income		All	Joint	Separate
Adjusted Gross	Deficit	1,951	615	1,336
\$1 under	\$1,000	11,740	885	10,855
1,000 under	2,000	15,612	1,319	14,293
2,000 under	3,000	17,049	2,039	15,010
3,000 under	4,000	17,741	2,569	15,172
4,000 under	5,000	17,409	3,159	14,250
5,000 under	6,000	17,964	3,589	14,375
6,000 under	7,000	18,780	4,349	14,431
7,000 under	8,000	19,029	4,779	14,250
8,000 under	9,000	18,581	5,219	13,362
9,000 under	10,000	16,742	5,516	11,226
10,000 under	11,000	14,436	5,457	8,979
11,000 under	12,000	13,035	5,444	7,591
12,000 under	13,000	11,591	5,425	6,166
13,000 under	14,000	10,304	5,458	4,846
14,000 under	15,000	8,868	5,055	3,813
15,000 under	16,000	7,663	4,796	2,867
16,000 under	17,000	6,861	4,563	2,298
17,000 under	18,000	5,947	4,212	1,735
18,000 under	19,000	4,965	3,661	1,304
19,000 under	20,000	4,425	3,421	1,004
20,000 under	21,000	3,717	2,898	819
21,000 under	22,000	3,342	2,704	638
22,000 under	23,000	2,858	2,355	503
23,000 under	24,000	2,364	1,939	425
24,000 under	25,000	2,020	1,680	340
25,000 under	30,000	6,493	5,327	1,166
30,000 under	40,000	5,194	4,161	1,033
40,000 under	50,000	2,174	1,701	473
50,000 under	100,000	2,963	2,293	670
100,000 and over		961	766	195
Totals		292,779	107,354	185,425

Source: California Franchise Tax Board

The data on income in the previous table should be used with judgement since the figures do not include all persons with income or all types of income. Because persons with taxable income at very low levels are not required to file income tax forms, adjusted gross income is not available for a substantial portion of the population. In addition, adjusted gross income for income tax purposes and personal income as defined by the U. S. Department of Commerce are not strictly equivalent. The following explanation of the difference is quoted from the California Department of Finance publication California Statistical Abstract, 1974.

"Adjusted gross income includes salaries and wages (less certain unreimbursed expenses incurred in connection with employment), dividends, interest, annuities, a percentage of net gains or net losses from the sale or exchange of capital assets, gains or losses from the sale or exchange of property other than capital assets, rents and royalties less expenses attributable thereto, gross receipts from business less costs of goods sold and business expenses, and distributive shares of partnership gross income, alimony and separate maintenance payments, pensions, income from life insurance and endowment contracts, income from discharge of indebtedness, income in respect to a decedent, and income from interest in an estate or trust.

"Sampling techniques have been used to derive most of the data appearing in the tables presenting the number of personal income tax returns and the amount of adjusted gross income.

"Much of the personal income is received by persons who had insufficient amounts of gross income and net income to necessitate their filing state returns or is exempt from state taxation (e.g., dividends on veterans' government insurance, federal and state social security benefits, railroad retirement benefits, workmen's compensation for personal injuries or sickness, interest on federal bonds, etc.). Conversely, there are items of taxable income which are not included in the personal income concept such as gains from sales of assets and alimony. Hence, the data reported on California personal income tax returns are not strictly comparable to those estimates of total personal income reported by the Department of Commerce."

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970

	Japanese	Chinese	Filipino
Total Population	12,510	59,079	25,566
Total males	5,597	30,327	13,425
Under 15	1,195	7,494	3,649
15 - 19	406	3,282	1,056
20 - 24	490	2,655	1,006
25 - 34	878	3,317	1,904
35 - 44	886	3,952	1,493
45 - 54	918	3,698	962
55 - 64	332	3,017	1,925
65 and over	492	2,912	1,430
Total females	6,913	28,752	12,141
Under 15	1,180	7,033	3,366
15 - 19	337	3,267	1,139
20 - 24	654	3,054	1,322
25 - 34	1,234	3,275	2,311
35 - 44	1,565	4,442	1,782
45 - 54	1,018	2,972	1,187
55 - 64	403	2,523	691
65 and over	522	2,186	343
Head of household	4,378	17,934	6,863
Head of family	2,792	13,065	5,373
Female head	392	1,142	502
Primary individual	1,586	4,869	1,490
Female primary individual	821	1,739	372
Foreign born	3,903	31,415	18,285
Percent of total population	31.5	52.4	70.5
Years of school completed			
Total 25 years old and over	8,248	32,294	14,028
No school years completed	143	6,217	315
Elementary: 1 to 4 years	91	2,592	1,044
5 to 7 years	344	4,480	1,900
8 years	517	1,757	685
High School: 1 to 3 years	836	3,099	1,857
4 years	2,958	6,741	2,726
College: 1 to 3 years	1,565	3,625	2,085
4 years or more	1,794	3,783	3,416
Median school years completed	12.7	10.1	12.4
Percent high school graduates	76.6	43.8	58.6

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970 (continued)

Marital Status	Japanese	Chinese	Filipino
Male, 14 years old and over	4,472	23,420	9,992
Single	1,771	8,898	3,230
Married, wife present	2,326	11,741	4,862
Separated	47	179	218
Other married, wife absent	136	1,271	1,164
Widowed	102	1,018	204
Divorced	90	313	314
Female, 14 years old and over	5,826	22,250	9,000
Single	1,778	7,125	3,067
Married, husband present	3,069	11,622	4,552
Separated	100	139	127
Other married, husband absent	98	465	686
Widowed	526	2,462	379
Divorced	255	437	189
Percent in Labor Force			
Male: 14 and 15 years	19.3	14.3	--
16 to 19 years	35.4	37.2	35.9
20 - 24 years	78.4	63.1	81.3
25 - 34 years	87.0	89.5	93.1
35 - 44 years	97.1	94.5	92.2
45 - 64 years	91.0	85.5	83.1
65 years and over	33.3	17.8	27.0
Female: 14 and 15 years	--	4.1	4.4
16 to 19 years	31.6	38.2	33.0
20 - 24 years	72.8	66.6	74.7
25 - 34 years	63.5	63.4	71.7
35 - 44 years	60.5	68.0	71.2
45 - 64 years	69.1	61.5	51.9
65 years and over	18.2	11.5	17.2

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970 (continued)

Employment Status	Japanese	Chinese	Filipino
Total 16 years old and over	10,010	43,359	18,087
Labor force	6,801	27,412	12,294
Percent in labor force	67.9	63.2	68.0
Civilian labor force	6,752	27,337	11,912
Employed	6,550	26,127	11,234
Unemployed	202	1,210	678
Unemployment rate	3.0	4.4	5.7
Male 16 years old and over	4,332	22,207	9,559
Labor force	3,429	15,624	7,054
Percent in labor force	79.2	70.4	73.8
Civilian labor force	3,380	15,549	6,690
Employed	3,261	14,784	6,231
Unemployed	119	765	459
Unemployment rate	3.5	4.9	6.9
Female 16 years old and over	5,678	21,152	8,528
Labor force	3,372	11,788	5,240
Percent in labor force	59.4	55.7	61.4
Civilian labor force	3,372	11,788	5,222
Employed	3,289	11,343	5,003
Unemployed	83	445	219
Unemployment rate	2.5	3.8	4.2
Class of worker			
Total employed, 16 years old and over	6,550	26,127	11,234
Private wage and salary workers	4,800	19,406	8,653
Government workers	1,221	4,033	2,215
Local government workers	292	1,097	482
Self-employed workers	499	2,410	330
Unpaid family workers	30	278	36
Employment by Industry			
Total employed, 16 years old and over	6,550	26,127	11,234
Agriculture, forestry and fisheries	58	123	45
Construction	142	653	194
Manufacturing: Durable goods	222	856	500
Nondurable goods	295	3,859	522
Transportation, communication and utilities	598	1,685	1,270
Wholesale and retail trade	1,572	8,547	1,744
Personal services	954	2,063	1,014
Professional and related services	1,268	3,165	2,334
Other industries	1,441	5,176	3,611

Source: U.S. Census 1970

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970 (continued)

Major occupation group	Japanese	Chinese	Filipino
Male employed, 16 years old and over	3,261	14,784	6,231
Professional, technical, and kindred workers	760	2,219	705
Managers and administrators, except farm	451	1,407	209
Sales workers	159	876	106
Clerical and kindred workers	507	2,337	1,353
Craftsmen, foremen, and kindred workers	365	1,356	542
Operatives, including transport	349	1,864	460
Laborers, except farm	198	516	239
Farmers and farm managers	--	9	6
Farm laborers and foremen	--	34	22
Service workers, except private household	385	4,067	2,556
Private household workers	87	99	33
Female employed, 16 years old and over	3,289	11,343	5,003
Professional, technical, and kindred workers	544	910	665
Managers and administrators, except farm	94	349	94
Sales workers	144	606	104
Clerical and kindred workers	1,378	4,233	2,774
Craftsmen, foremen, and kindred workers	44	183	32
Operatives, including transport	197	3,494	259
Laborers, except farm	11	38	32
Farmers and farm managers	--	10	4
Farm laborers and foremen	--	22	--
Service workers, except private household	480	1,250	915
Private household workers	397	248	124

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970 (continued)

	Japanese	Chinese	Filipino
Income of families in 1969			
All families	2,792	13,065	5,373
Less than \$1,000	61	376	188
\$1,000 - \$1,999	53	423	111
\$2,000 - \$2,999	54	633	159
\$3,000 - \$3,999	76	697	189
\$4,000 - \$4,999	82	638	257
\$5,000 - \$5,999	91	795	289
\$6,000 - \$6,999	113	899	362
\$7,000 - \$7,999	168	679	371
\$8,000 - \$8,999	218	696	409
\$9,000 - \$9,999	195	792	320
\$10,000 - \$11,999	369	1,657	703
\$12,000 - \$14,999	500	1,834	791
\$15,000 - \$24,999	692	2,324	1,026
\$25,000 and over	120	622	198
Median income	\$11,545	\$ 9,879	\$10,090
Mean income	\$12,323	\$10,986	\$10,839
Income less than poverty level			
Persons	1,139	8,683	2,998
Percent of all persons	9.2	14.8	11.9
Percent 65 years old and over	17.3	18.3	11.2
Families	161	1,592	544
Percent of all families	5.8	12.2	10.1
Mean size of families	3.19	4.06	4.00
With related children under 18 years	115	1,008	391
Families with female head	73	180	135
Unrelated individuals 14 years old and over	641	2,253	950
Percent of all unrelated individuals			
14 years old and over	27.2	36.5	32.2
Percent 65 years old and over	20.0	38.5	20.8

Characteristics of Japanese, Chinese, and Filipino

San Francisco City and County, 1970 (continued)

	Japanese	Chinese	Filipino
Income of persons in 1969			
Male 16 years old and over	4,332	22,207	9,559
Without income	337	2,263	1,082
With income	3,995	19,944	8,477
Less than \$1,000	308	2,389	655
\$1,000 - \$1,999	430	2,731	948
\$2,000 - \$2,999	281	2,153	798
\$3,000 - \$3,999	253	1,513	812
\$4,000 - \$4,999	183	1,502	884
\$5,000 - \$5,999	189	1,734	978
\$6,000 - \$6,999	216	1,441	907
\$7,000 - \$7,999	365	1,145	748
\$8,000 - \$8,999	369	1,189	617
\$9,000 - \$9,999	310	815	332
\$10,000 - \$14,999	756	2,402	671
\$15,000 and over	335	930	127
Median income	\$7,377	\$4,790	\$5,145
Mean income	\$7,536	\$5,816	\$5,387
Female 16 years old and over	5,678	21,152	8,528
Without income	1,465	5,796	2,483
With income	4,213	15,356	6,045
Less than \$1,000	689	3,437	1,093
\$1,000 - \$1,999	593	2,953	769
\$2,000 - \$2,999	401	2,279	682
\$3,000 - \$3,999	347	1,822	721
\$4,000 - \$4,999	369	1,364	764
\$5,000 - \$5,999	420	1,056	826
\$6,000 - \$6,999	416	956	461
\$7,000 - \$7,999	326	518	297
\$8,000 - \$8,999	219	271	156
\$9,000 - \$9,999	169	201	124
\$10,000 - \$14,999	214	385	119
\$15,000 and over	50	114	33
Median income	\$4,207	\$2,565	\$3,664
Mean income	\$4,551	\$3,233	\$3,792

EXPLANATION OF TERMS AND CONCEPTS

CIVILIAN LABOR FORCE: The sum of the total employed (exclusive of the Armed Forces) and the unemployed.

TOTAL EMPLOYED: The sum of agricultural, nonagricultural wage and salary, self-employed and unpaid family workers, adjusted to eliminate double counting of persons holding more than one job and to a place of residence basis.

TOTAL UNEMPLOYED: The sum of persons receiving unemployment insurance benefits, persons who have exhausted their unemployment insurance benefits and are still unemployed, persons who have delayed filing for benefits but who are not working, unemployed persons who applied for benefits but were not qualified to receive them, workers separated from industries not covered by unemployment insurance, and unemployed persons newly entering or re-entering the labor force.

UNEMPLOYMENT RATE: The unemployment rate is derived by dividing the total number of unemployed by the total civilian labor force, the result expressed as a percentage referred to as the "unadjusted unemployment rate". For several Standard Metropolitan Statistical Areas, this rate is statistically modified to yield a "seasonally adjusted unemployment rate". Seasonal adjustment is a statistical technique which is made to compensate for predictable fluctuations that recur more or less regularly every year in a time series. They include such things as harvests, school schedules and weather. These fluctuations can be so strong as to distort the underlying changes in trends. Therefore, seasonal adjustment facilitates the evaluation of the more important underlying reasons for month-to-month changes.

AGRICULTURAL EMPLOYMENT: Includes the total of farmers and family and hired workers who receive wages, salaries or commissions for work performed on farms for the pay period including the 12th of the month.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT: Includes all full-time and part-time employees of all classes (including employees on paid vacation or paid sick leave) who work in or receive compensation from nonagricultural establishments for any part of the pay period including the 12th of the month.

STANDARD METROPOLITAN STATISTICAL AREA (SMSA): A term applied by the U. S. Bureau of the Budget to counties or aggregations of counties that have one or more central core cities and that meet specified criteria of population, population density, commute patterns, and social and economic integration.

LABOR MARKET AREA (LMA): Synonymous with the term "SMSA" in the areas designated as SMSAs. The remainder of the State's counties are included in Labor Market Areas (LMA). Except for the Marysville-Yuba City Labor Market Area (containing both Yuba and Sutter Counties), all non-SMSA Labor Market Areas contain only one county. Similar to SMSAs, Labor Market Areas are named for one or more of the areas' central cities.

BALANCE: Applicants and openings are approximately equal, so a qualified applicant can expect to find a job and referrals can be made on openings.

DEMAND: Job openings available in an occupation, including expansion demand (new jobs) and replacement demand (workers leaving the labor force).

ENTRY LEVEL: A beginning job that requires little or no experience, but may require a minimum amount of training or education for the specific position.

HIGH TURNOVER OCCUPATION: One in which there are openings because of a high rate of quits and/or discharges.

JOURNEYMAN: A generic term used to describe a fully qualified worker at a trade.

OCCUPATION: The name or title of a job that identifies the various activities and functions of the worker.

QUALIFIED: Able to meet education, experience, and performance standards set by the employer.

SEASONAL FACTORS: The fluctuations in occupational demand resulting from varying cycles in individual industries and/or combinations of industries, such as weather conditions, holidays, and the start or end of vacation seasons.

SHORTAGE: Too few applicants with the required experience and ability to fill openings in an occupation within a reasonable time.

STATIC LABOR MARKET: Few applicants and few openings.

SUPPLY: Workers seeking employment in an occupation.

SURPLUS: More available applicants than there are jobs.

Expanded definitions of these and other labor market terms can be found in Glossary of Labor Market Terminology, available from EDD, Employment Data and Research.

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